

North Carolina Tiered Licensure Overview

Licensure Tiers	<p>Standard Professional 1 License (SP1)</p> <ul style="list-style-type: none"> • valid for three years • allows the teacher to begin practicing the profession on an independent basis in North Carolina <p>To be issued a Standard Professional 1 License, an individual must complete a state approved teacher education program at a regionally accredited college or university and meet the federal requirements to be designated Highly Qualified (HQ).</p>
	<p>Standard Professional 2 License (SP2)</p> <ul style="list-style-type: none"> • valid for five years • allows the teacher to serve on an on-going basis <p>A Standard Professional 2 License must be renewed every five years. Individuals must meet the State Board of Education continuing education requirements at the time of renewal.</p>
	<p>Out of State Teachers</p> <p>Teachers who are fully licensed and Highly Qualified in another state are issued the SP2 license if they have the following:</p> <ul style="list-style-type: none"> • three or more years of teaching AND • met NC's Praxis testing requirements OR • National Board Certification <p>Out of state teachers with three or more years of teaching, BUT DO NOT meet NC Praxis testing requirement and/or are not National Board certified are issued the SP2 License after one year of satisfactory teaching in NC with the recommendation of the employing Local education agency (LEA).</p>

<p>Framework Alignment</p>	<p>In 2007, the NC State Board of Education adopted the NC Professional Teaching Standards developed by the NC Professional Teaching Standards Commission.</p> <p>The following are aligned to the NC Professional Teaching Standards:</p> <ul style="list-style-type: none"> • Teacher Candidate Rubric (see document) • Rubric for Evaluating North Carolina Teachers (see document) • North Carolina Mentor Standards
<p>Preparation Program Alignment</p>	<p>In 2008, the NC State Board of Education required all teacher education programs to align with the North Carolina Professional Teaching Standards (undergraduate and graduate licensure programs).</p> <ul style="list-style-type: none"> • Pre-service teachers must be rated proficient or higher on Teacher Candidate Rubric to be recommended for SP1 license. <p>Additional information about this process and the requirements can be found at http://www.ncpublicschools.org/ihe/remodeling/.</p>
<p>Beginning Teacher Support Program (BTSP)</p>	<p>Purpose: Offer support for an individual’s professional growth during the first three years of employment. Support consists of the following:</p> <ul style="list-style-type: none"> • a mentor • periodic assessment of skills • evaluations of performance • a professional development plan (PDP) <p>Who is required to participate in BTSP? Teachers with fewer than three years of public school teaching experience are issued SP1 licenses and must participate in the BTSP.</p> <p>Who does not have to participate in the BTSP? Teachers with three or more years of appropriate experience (as determined by NCDPI’s Licensure Section) are not required to participate in the BTSP.</p>

**Beginning Teacher
Support Program (BTSP)**

The following special service personnel positions do not participate in a BTSP:

- student services personnel (media coordinator, counselors)
- administrators
- curriculum-instructional specialists

An out-of state teacher is not subject to BTSP requirements, if the teacher

- has a North Carolina license based on meeting NC testing requirement, **AND/OR**
- has National Board Certification, **AND**
- has three or more years of teaching experience.

Beginning teacher Professional Development Plan (PDP)

Each beginning teacher is required to develop PDP in collaboration with his/her principal (or the principal's designee) and mentor teacher. The plan should be based on the NC Professional Teaching Standards, and must include goals, strategies, and assessment of the beginning teacher's progress in improving professional skills.

The plan is updated annually for each year of the BTSP. PDPs are audited as part of the Title II monitoring process.

Additional information on the Beginning Teacher Support Program Requirements can be found at <http://regedfac.ncdpi.wikispaces.net/Beginning+Teacher+Coordinators> .

Licensure Conversion	<p>Requirements</p> <p>To convert a SP1 License to a SP2 License, the individual must have:</p> <ol style="list-style-type: none"> 1) three years of satisfactory teaching experience; 2) have the recommendation of the employing school system; 3) complete any professional development activities prescribed by the employing school system; and 4) satisfactorily complete NC testing requirements for the teaching area or receive a satisfactory evaluation in the most recent year of employment in North Carolina, which verifies the ability to positively impact student learning, AND verification of the LEA intent to offer re-employment to the teacher for the following year.
	<p>Conversion Process</p> <p>The LEA-designated BTSP coordinator is responsible for determining eligibility for SP2 licensure based on completion of the BTSP requirements approved by the SBE.</p> <p>Annually NCDPI uses an automated process to convert from SP1 to SP2 the licenses of those teachers who are employed in LEAs and who may be eligible for conversion.</p> <p>The LEA official is responsible for approving the acceptance of the SP2 license issued through this process.</p> <p>If a teacher has not taught three years, or if the designated official has knowledge of any reason related to conduct or character to deny the individual teacher a continuing license, then the automatic conversion license cannot be accepted.</p> <p>When teachers employed in charter schools or non-public institutions with approved BTSP plans, or teachers employed in LEAs and completing alternative routes to licensure (e.g., lateral entry, provisional licensure, etc.) successfully fulfill the BTSP requirements, the employer must submit a recommendation for a SP2 license for it to be granted.</p>

<p style="text-align: center;">Due process</p>	<p>Any teacher not recommended for conversion from a SP1 license to a SP2 license has the following options:</p> <ul style="list-style-type: none"> • Appeal through NC State Board of Education committee • Unless the denial is based on reasons of conduct or character, the teacher may affiliate with an approved IHE teacher education program and complete a program of study as prescribed by the IHE to address identified deficiencies. After the prescribed program is successfully completed, the IHE must recommend the person for another SP1 license. The teacher is then required to complete another BTSP when employed.
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